

WEND(FM), WHQC(FM), WKKT(FM), WLKO(FM), WRFX(FM)
EEO PUBLIC FILE REPORT
August 1, 2012 - July 31, 2013¹

I. VACANCY LIST

SEE SECTION II, THE “MASTER RECRUITMENT SOURCE LIST” (“MRSL”) FOR RECRUITMENT SOURCE DATA

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	16, 22, 26, 36, 48	16
Account Executive	16, 22, 26, 36, 48	36
Account Executive	16, 22, 26, 36, 48	36
Account Executive	16, 22, 26, 36, 48	16
Promotions Director	16, 48-49	49
Account Executive	16, 22, 26, 36, 39-40, 48	39
Account Executive	16, 22, 26, 36, 39-40, 48	48
Account Executive	16, 22, 26, 36, 39-40, 48	48
Account Executive	16, 22, 26, 36, 39-40, 48	16
Account Executive	16, 22, 26, 36, 39-40, 48	22
Account Executive	16, 22, 26, 36, 39-40, 48	36
Account Executive	5, 26, 36, 48	48

¹ This Report was revised in August 2014 to address reporting and formatting issues.

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	African American Media Incubator Pearl Murphy 2164 Wisconsin Ave., NW Washington, District of Columbia Url : http://www.vc4africa.com/group/Career Services Manual Posting	N	0
2	All About Country Texas Url : www.allaboutcountry.com Career Services Manual Posting	N	0
3	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Career Services Manual Posting	N	0
4	Association for Women in Communications 780 Ritchie Highway S28 Severna Park, Maryland 21146 Career Services Manual Posting	N	0
5	Unknown (source not adequately identified upon inquiry)	N	2
6	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177	N	0
7	Brookstone College 10125 Berkeley Place Drive Charlotte, North Carolina 28262 Phone : 704-547-8600 Career Services Manual Posting	N	0
8	Bureau of Indian Affairs 4149 Hightower Blvd Ste 380 Oklahoma City, Oklahoma 73108 Phone : 405-605-6051 Fax : 1-405-605-6057 Joy Martin	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Career Page Website Texas Url : www.careerpage.org Career Services Manual Posting	N	0
10	Careerbuilder.com 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Fax : 1-800-891-8880 Career Services	N	0
11	Carolina School of Broadcasting 3435 Performance Road Charlotte, North Carolina 28214 Phone : 704-395-9272 Career Services Manual Posting	N	0
12	Central Piedmont Community College POB 35009 Career Center Charlotte, North Carolina 28202 Phone : 704-330-6551 Fax : 1-704-330-6036 Chad Genful Manual Posting	N	0
13	Charlotte Mecklenburg NAACP PO Box 560786 Charlotte, North Carolina 28256 Phone : 704-372-7193 Career Services Manual Posting	N	0
14	Charlotte Observer 600 South Tryon Street Charlotte, North Carolina 28217 Phone : 704-358-5000 Yauna Williams Manual Posting	N	0
15	City of Charlotte Employment 600 East Trade Street Charlotte, North Carolina 28202 Career Services Manual Posting	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Url : www.clearcareers.com Career Services Manual Posting	N	11
17	Craig's List P.O. Box 225159 San Francisco, California 94122 Url : www.craigslist.com Career Services Manual Posting	N	0
18	Davidson College 705 Griffith Street Davidson, North Carolina 28026 Phone : 704-894-2800 Fax : 1-704-894-2803 David Johnson Manual Posting	N	0
19	Employment Security Commision 7140 Forest Point Blvd, Suite A Charlotte, North Carolina 28217 Phone : 704-565-6865 Career Services Manual Posting	N	0
20	Entertainment Careers Website New York Phone : 310 441-9963 Url: http://entertainmentcareers.net/employers Fax : 1-310-475-8985	N	0
21	Goodwill Industries International 2122 Freedom Drive Charlotte, North Carolina 28208 Phone : 704-332-0358 Career Services Manual Posting	N	0
22	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Industry Plug 2310 Central Avenue Baldwin, New York 11510 Email :joblistings@industryplug.com Erica Valcourt	N	0
24	Inside Radio Texas Phone : 800-640-8852 Fax : 1-404-965-4131 Gene McKay	N	0
25	Institute of Audio Research 64 University Place New York, New York 10003 Phone : 646-274-8530 Email : contact@audioschool.com Gillian Gandy	N	0
26	Job Fair (See Section III)	N	0
27	Johnson C Smith University 100 Beatties Ford Road Charlotte, North Carolina 28202 Phone : 704-378-1010 Fax : 1-704-378-2020 Barbara Wilks Manual Posting	N	0
28	Kings College 322 Lamar Avenue Career Center Charlotte, North Carolina 28201 Phone : 704-372-0266 Fax : 1-704-348-2029 Ashely Branham Manual Posting	N	0
29	Media Bistro 475 Park Avenue South New York, New York 10016 Fax : 1-866-880-1429 Career Services	N	0
30	Media Recruiter Centennial, Colorado 80016 Phone : 303-400-5150 Url : http://www.media recruiter.com Email : art@mediarecruiter.com Art Scott	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Monster 5 Clock Tower Place Ste 500 Maynard, Massachusetts 1754 Phone : 402-472-3522 Uri : http://www.monster.com Fax : 1-402-472-8675 Brendan McCauley	N	0
32	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
33	National Association of Minorities Texas Career Services Manual Posting	N	0
34	NC Central University 1801 Fayetteville Street Career Center Durham, North Carolina 27707 Phone : 919-560-6100 Fax : 1-919-530-6305 Donna Helmbrick Manual Posting	N	0
35	Ne Division of Vocational Rehab 5501 Executive Center Drive Suite 10 Charlotte, North Carolina 28212 Career Services Manual Posting	N	0
36	On Air Recruitment Ad	N	5
37	Queens College 1900 Selwyn Avenue Charlotte, North Carolina 28274 Phone : 704-337-2237 Fax : 1-704-337-2241 Bill Means Manual Posting	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	Radio Advertising Bureau 1320 Greenway Drive Suite 500 Irving, Texas 75038 Phone : 800-232-3131 Url : www.rab.com Career Services Manual Posting	N	0
39	Wilson Human Capital Group 400 N. Ashley Drive Ste. 3000 Tampa, FL 33602 Phone: 813-600-4303	N	5
40	Station Website Posting (one or more SEU stations)	N	2
41	The Charlotte Observer/Classified Department Charlotte, Louisiana Phone : 704-358-5340 Fax : 704-358-5340 Kim	N	0
42	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : announcements@thefreeformradioinitiative.org Scott McWilliams	N	0
43	TVandRadioJobs.com Texas Career Services Manual Posting	N	0
44	UNC Charlotte Center for Student Job Location Charlotte, North Carolina 28223 Phone : 704-547-2000 Fax : 1-704-547-2903 Angela Price Manual Posting	N	0
45	Urban League of Central Carolina 740 West 5th. Street Charlotte, North Carolina 28202 Phone : 704-373-2256 Career Services Manual Posting	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
46	Winston Salem State University 601 S. Martin Luther King Jr. Drive Winston-Salem, North Carolina 27110 Phone : 336-750-2000 Career Services Manual Posting	N	0
47	Women's Commission 700 North Tryon Street Charlotte, North Carolina 28202 Phone : 704-336-3210 Career Services Manual Posting	N	0
48	Word-of-Mouth Referral	N	8
49	SEU Internship Program	N	3
TOTAL INTERVIEWEES OVER REPORTING PERIOD			37

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participation in events or programs sponsored by educational institutions	On several occasions in November 2012, our SEU's Production Director participated in a lecture series at the Connecticut School of Broadcasting's Charlotte campus. Our SEU's Production Director served as a broadcasting ambassador, teaching students how to succeed as up-and-coming radio broadcasters. In particular, our Production Director's lectures to students focused on teaching students how to work with broadcasting equipment, create effective commercials, and produce creative content for the airwaves.
2	Participation in events or programs sponsored by educational institutions	On several occasions in March 2013, our SEU's Production Director participated in part of a lecture series at the Carolina School of Broadcasting. Our SEU's Production Director served as a broadcasting ambassador, teaching students how to succeed as up-and-coming radio broadcasters. In particular, our Production Director's lectures to students focused on teaching students how to work with broadcasting equipment, create effective commercials, and produce creative content for the airwaves. Our Production Director also provided instruction on how to build relationships with advertising clients.
3	Participation in Job Fairs	On April 5, 2013, our SEU participated in the Spring Expo Career Fair at UNC Charlotte's Barnhardt Student Activity Center. Station participants included our SEU's Promotions Director, Promotions Manager, and Field Operations Director. Our SEU collected resumes from attendees and discussed career opportunities in broadcasting.
4	Participation in events or programs sponsored by educational institutions	On several occasions in April 2013, our SEU's Production Director participated in part of a lecture series at the Connecticut School of Broadcasting's Charlotte campus. Our SEU's Production Director served as a broadcasting ambassador, teaching students how to succeed as up-and-coming radio broadcasters. In particular, our Production Director's lectures to students focused on teaching students how to work with broadcasting equipment, create effective commercials, and produce creative content for the airwaves.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
5	Participation in events or programs sponsored by educational institutions	In July 2013, our SEU's Program Director, Production Director, Digital Program Director, and On-Air Host served as guest speakers for a ten-day training program at the Kellar Radio Institute at Appalachian State University. Our SEU's participants gave lectures to students at the Institute about the skills needed to succeed in a career in broadcasting. The ten-day training program focused on helping train students to secure their first job in the broadcasting industry.
6	Hosting of Job Fair	On July 11, 2013, our SEU hosted a "Show Your Stripes" Hire Smart, Hire Vets job fair. SEU personnel organized all aspects of the job fair, including planning, recruitment of exhibitors, and promoting the event on-air and online. Station participants included our Local Sales Manager and our Regional Operations Manager. Our SEU also participated in the job fair, collecting resumes from attendees and discussing career opportunities in broadcasting.
7	Establishment of an intern program designed to assist members of the community	Our SEU hosts an on-going internship program for college students in the local community. During this reporting period, our SEU hosted 21 students as part of our internship program. Students learned about careers in broadcasting and received training in promotions, programming, sales, accounting, and production. All of our SEU's interns received college credit for their participation in our program.